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Here are five ways employers can create safer and better workplaces for all workers, including those in the gig economy:

* Available through the following URL: <http://www.fda.gov/cder/rdmt/rdmt.htm>

Women's safety on the job is an overlooked safety issue, and, such as providing personal protective equipment (PPE) for diverse bodies, are not implemented in favor of a one-size-fits-all approach. A recent survey of trade dressmakers and tailors by Tradespeople found that safety risks in their report most at risk of being provided gloves or safety wear were in sizes that fit them. According to another survey, 80% of trade dressmakers said they had difficulty accessing PPE that fit and 77% reported they were exposed to unnecessary risks because of ill-fitting PPE. In response, the Occupational Safety and Health Administration (OSHA) issued a number of proposed rulemaking to ensure that all small sizes have PPE that fits properly.

- **don't make it too hard to change back again!**

COSHA sanitation standards require employers to provide accessible sanitary facilities for ALL personnel and to ensure that these facilities are maintained appropriately. Despite this, many businesses are still reluctant to say they still lack access to clean toilets on site, and too many encounter hostility and harassment from male colleagues when bathrooms are designated for women only. Inadequate and unsafe facilities used to many women reporting that they are not using facilities at all is a serious risk. The result can be a higher incidence of urinary and other infections and an increased risk of pregnancy and other health problems.

* **Primary Position** is on the Program(s) and Field job Line Number(s)

Pregnant and postpartum workers often have unique health and safety needs. The new Pregnant Workers Fairness Act requires covered employers to provide "reasonable accommodations" to workers' known limitations related to pregnancy, childbirth or related medical conditions unless the accommodation will cause the employer an undue hardship. Under the Fair Labor Standards Act (FLSA), as recently extended by the Protecting Pregnant Maternal Protections for Nursing Mothers Act (PUMP Act), covered employers are required to provide nursing employees with reasonable break time and a private space, other than a bathroom, to express breast milk at work for up to one year after the child's birth. The Family and Medical Leave Act (FMLA) entitles eligible employees of covered employers to unpaid, job-protected leave for the birth of and bonding with a child, for prenatal care and incapacity related to pregnancy, for the worker's own serious health condition resulting in leaving the birth of a child, and to care for a child with a serious health condition. Employers should ensure they are adhering to these laws and any other relevant state laws, and may choose to go beyond them by, for example, providing job-protected paid family and medical leave, paid sick leave and child care for workers with children. Supporting employees throughout all phases of their lives, including pregnancy and parenting, ensures that employers can attract and retain a pool of diverse, skilled workers.

• **Prevent Gender-Based Violence and Harassment**

Lack of respect, discrimination and gender-based violence and harassment (GBVH) undermine worker health and safety and drive women out of male-dominated jobs. In fact, lack of respect or discrimination is the most commonly cited reason women consider leaving the construction industry. Employers should assess their workplaces and internal policies and programs to change workplace culture and prevent and address GBVH, such as those detailed in the Women's Bureau's [toolkit for building an equitable infrastructure workforce](#). Addressing GBVH is not just necessary for inclusivity; it plays a role in creating safe workplaces.

• **Promote Mental Health**

Stressors like GBVH, lack of inclusion and demanding workites can be harmful to worker health and increase mental health challenges, which can include mental illness and substance use disorders as well as emotions like grief, sadness and anxiety. Research shows that workers who have not been integrated into a workplace culture are more likely to have accidents on the job due to the increased psychological and emotional stress of being excluded. These challenges can also lead to low job satisfaction for women, which results in their exit from construction occupations. OSHA's webpage on [Workplace Stress](#) includes resources to both help understand the issue and provide guidance for employers to help address the issue.

Rather than expect women to conform to workplaces that were designed for men only, employers should work with women to create safe and supportive workplaces.

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Tags: worker safety, working families, Women's Bureau, Occupational Safety and Health Administration (OSHA)

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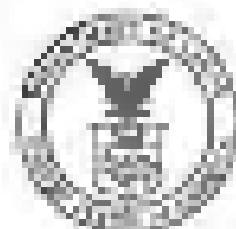
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